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ABSTRACT

This document presents one in a series of twenty-three case studies derived from in-depth interviews using a sampling of former participants in the Mountain-Plains program, a residential, family-based education program developed to improve the economic potential and lifestyle of selected student families in a six-state area. Each case study contains the following information about a specific student family: biographical data; participation in the educational and community programs; home, income, placement, and employment data; stated problems and/or satisfactions; summaries of the participants' personal and social development; individual ratings of the program; scripts of personal interviews; interviewer comments; and individual test scores and self-assessments. This document presents specific findings on John and Karen Teap, an American Indian couple who entered the program with an infant son, severe marital problems, and personal development needs. The follow-up study reports that although they did not complete the program, John is currently employed and feels that Mountain-Plains had a positive influence on his life while Karen rates it as a negative influence. (Names in these studies have been changed.) Two other documents are included in the series: a report which examines work and income variables for the group (ED 110 610) and a report which summarizes group findings on personal and social development (CE 014 681). (BM)

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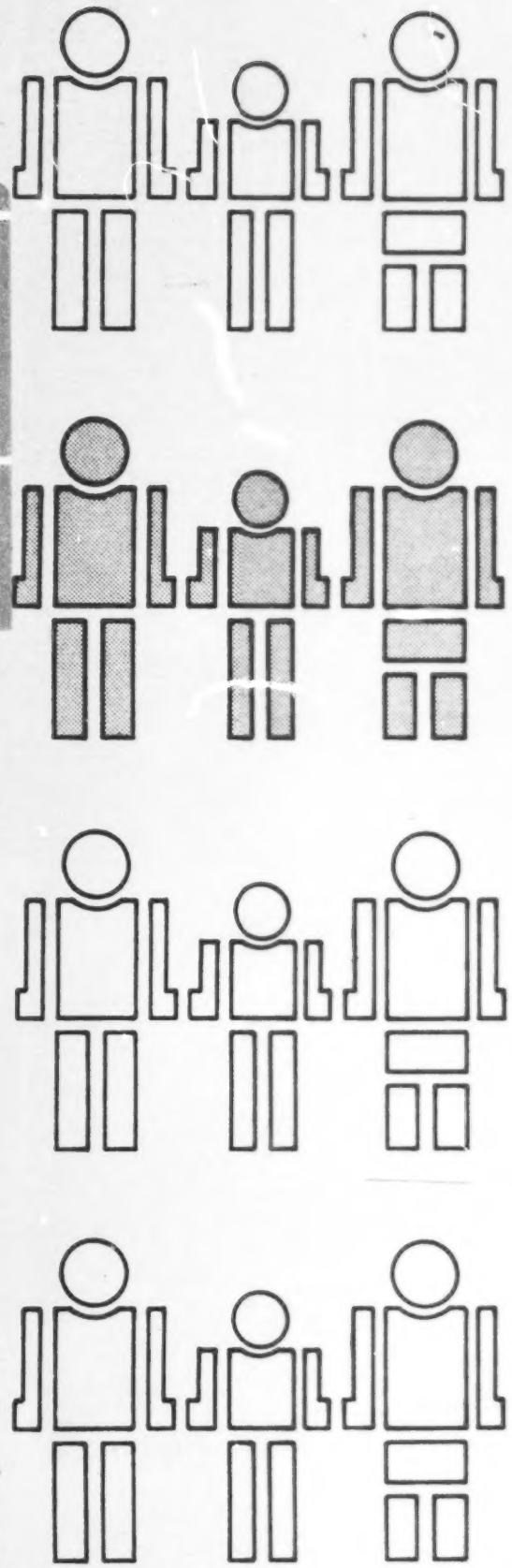

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CASE STUDY REPORT #13

JOHN AND KAREN TEAP

U.S. DEPARTMENT OF HEALTH
EDUCATION & WELFARE
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MOUNTAIN PLAINS EDUCATION ECONOMIC DEVELOPMENT PROGRAM INC.

CASE STUDY REPORT

JOHN AND KAREN TEAP

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July, 1975

A Product of Research Services Division
David A. Coyle, Director

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PREFACE

Reports in this series are derived from in depth interviews using a stratified random sample of former Mountain-Plains students. Interviews were conducted from November, 1974 through January, 1975 by Mountain-Plains professional research staff. Case Study Report 1 examines Work and Income variables for the group. Case Study Reports 2 through 24 include specific findings on each family included in the sampling. Case Study Report 25 summarizes group findings on personal and social development. A summary of the research design for the Case Study Reports is documented in: Coyle, David A.; Conrad, Rowan W.; and Myers, Douglas D. In Depth Case Study of Exited Families: A Summary of the Research Design for Phase 1 Preliminary Effects Study. Glasgow, Montana: Mountain-Plains Press, 1974. Specific documentation for the instruments utilized in the study are included in either Case Study Report 1 or Case Study Report 25. All names in these studies have been changed.

Michael C. Fenenbock
Series Editor

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CASE STUDY REPORT

JOHN AND KAREN TEAP

BACKGROUND

John and Karen Teap entered the Mountain-Plains program in September, 1973. At the time John was 21, Karen 20 and their son Jay, three months old. Of mixed American Indian heritage--Blackfoot and Sioux--the Teaps had been living in Browning, Montana where John worked on and off for the tribal office. The year previous to Mountain-Plains John and Karen's income was $6,152 and they received no welfare benefits.

The Teaps lived rent free with relatives in a rundown five room house on a half acre plot, just outside Browning. Both had completed high school and John had vocational training as a upholsterer--he was not, however, interested in pursuing upholstery as a vocation. Both John and Karen indicated interest in some kind of social work training.

PROGRAM PARTICIPATION

While at Mountain-Plains John and Karen reportedly experienced severe problems in their marital relationship, difficulties in perseverance, and suffered an inability to establish and pursue long term goals. Additionally, Karen was reported having a great deal of difficulty adjusting to and accepting those fellow students not having an American Indian background. The family's marital problems were admitted during counseling and witnessed first hand by friends and neighbors as the Teap's feuds often became noisy. The family's inability to set and pursue long range goals was evident as the Teaps

sought to decrease their program involvement and were continually on the verge of resignation from the program. Karen's difficulty accepting non-Indians expressed itself in frequent blowups with John's "white" friends, as well as in her unwillingness to accompany John to non-Indian social activities. In fact, Karen reportedly alienated herself from the majority of her fellow students. Unhappy in the program, Karen had few friends, and ultimately left, returning to Browning in April, 1974. Traveling to Browning to persuade Karen to return, John explained that since Mountain-Plains was a family program the residency of both spouses was required. Finally, having talked Karen into returning, John was unable to gather sufficient funds to pay for the return trip in time to meet the deadline date set by Mountain-Plains. Consequently, John and Karen were classified program deserters as of April, 1974.

John was highly regarded by all staff members who came into contact with him during his program participation. Karen appears to have been less positively perceived and/or to have a less positive orientation. Attempts were made to impact John and Karen's problems through counseling. John attended all the group counseling for which he was scheduled, Karen, however, attended less than half. Attempts at individual counseling with Karen were futile and she refused to keep scheduled appointments. John on the other hand, always appeared for appointments, and seemed anxious to work out his marital problems and establish long range goals. Indeed, counseling was apparently successful--to a certain extent--with John. Impact was made in the area of self-concept, although the marital relationship--the key pro-

blem confronting the Teaps--was not impacted due to Karen's refusal to cooperate.

HOME AND INCOME

Today John and Karen are renting a small one bedroom apartment in Browning, Montana, for which they pay $70 monthly. Across the street from the grocery and next door to the laundromat, the apartment is old and plain but adequate. John is presently working for the tribe as a carpenter at $2.17 per hour--work he regards as interesting, saying, he knows he has the ability and whenever the tribe settles its internal political problems he will be given better and more responsible jobs. John's hopes in this regard rest on the fact that he is not a Blackfoot but rather a Sioux and consequently not part of a political faction. In other words, John feels that since he has the ability, is credible to the tribe because of his marriage, (his wife is a Blackfoot), and is a political "neutral", he has a good future in some type of tribal administration. Currently unemployed, Karen spends her time caring for Jay, now 1½ years of age. She does, however, spend a great deal of time chatting in, and helping out around, the tribal office, while her small son toddles from place to place playing with whatever interests him.

In order that they can divest themselves of relatively expensive rental property downtown, the tribe is currently remodeling a large old house which will be used as a tribal office. Working on the remodeling project, John says he enjoys the task as it is both creative and interesting. Never having done that type work before, John reports the thing he likes best is "you can see a

product when you're done. When you begin you see nothing but a pile of junk and as time goes by you can see it shape into something that you can be proud of." John likes his co-workers, dislikes his salary, and benefits, and is undecided about his supervisors--there are two, one he likes and one he does not like. He feels very good about the skills he is acquiring, appreciates the overall working environment, but is very negative toward company policies and practices which he attributes to the constant political turmoil between competing factors in the tribe. (John says the political situation has accomplished nothing and has diverted the tribe from achieving its goals.) John reports no specific problems on the job.

EMPLOYMENT

On the JDI, John rated as satisfactory, with the work itself at the 80th percentile, pay at the 65th, promotion at the 99th, supervision at the 77th, and co-workers at the 96th percentile. (See Figure 1.) This is consistent with his self-report except for pay which John reported he disliked--but compared to workers in general he seems to feel better than most. John may have been working on two different criteria in rating pay. The first, the objective rating, may have been influenced by the fact that he was unemployed for two months prior to beginning the current job and the pay may have looked good compared to unemployment. On the other hand, when John reviews his abilities--which are considerable--he feels he should be earning more. Therefore, when rating the current job, he is apparently satisfied with the pay as opposed to not working whereas when reviewing his ability and potential for advanced jobs, he apparently feels underpaid. Work motivation is at the

norm and work alienation is below the norm, giving a favorable picture of John's outlook on work. (See Figure 3.)

As an overall worker John was rated in the second quartile. His employer, however, rates John in the second quartile as he is "doing carpentry" and is not a carpenter. (See Figure 1.) "If I could put John in a more responsible type of job", as his supervisor says, "one for which he had more background and preparation or that used his skill (inner-personal and administrative) he would be great." His supervisor reports John's quality of work as good, as is his attendance. Asked to compare this to John's work performance before attending Mountain-Plains, the supervisor reported John's attendance as much better now than previously, "now he always lets you know if he's going to be late or miss." John's attitude, the supervisor says, is "real good" and he fits well with both co-workers and his supervisors. The supervisor's general comments include, "John does good work and takes an interest in his work and is extremely capable. He learns fast and you don't ever have to check up on him to see if the job is done. He is really over qualified for the carpentry work he's doing now and I hope sometime he can do something in the area of public relations, accounting, or managerial work."

PERSONAL AND SOCIAL DEVELOPMENT

Contrasting his pre and post Mountain-Plains rating of himself, John sees himself as having improved his appearance, punctuality, attendance, ambition, and self-confidence, as well as his industriousness. (See Table 1.)

However, John feels that he has slipped in his willingness to accept responsibility for completing a task as compared to prior to Mountain-Plains. Karen reports a series of changes in both directions when rating herself on the same set of traits. She thinks she rates a "worse" on appearance because she is, she says, "getting fat". However, Karen does believe she is more responsible in terms of attendance when her presence is required, but reports that both her self-confidence and self-control have suffered. She says she has advanced her self-knowledge and her competence as well as her industriousness; however, she feels she is less courteous and less sociable at times (social contact) as well as less ambitious since attending Mountain-Plains. (In terms of ambition this would appear to be a positive change since Karen, in the past, has seemingly been naive and immature in her over-ambitions for both herself and her family.) Prior to Mountain-Plains entry John and Karen had extreme problems in the area of self-concept and Karen suffered a generally low self-concept. John on the other hand, seemed to have self-concept problems centered in the area of self-acceptance. For example, prior to Mountain-Plains John was prone to physical altercations when criticized (someone mentioning one of his weaknesses). According to Karen, this behavior often triggered fights. At entry into the program both John and Karen had taken the Personal Orientation Inventory. Karen scored 1½ standard deviations below the norm on self-regard and approached the norm on self-acceptance. John, on the other hand, was at the norm on self-regard but a standard deviation below on self-acceptance. At follow-up John's overall self-concept profile on the Tennessee Self-Concept Scale was slightly below

norm whereas Karen was extremely low, even her highest score--self-satisfaction/self-acceptance--was a standard deviation below the instrument norm. (See Figure 4.) Only on family self-concept did Karen come within one standard deviation of the norm. Karen scored 3½ standard deviation's below on identity and moral ethical self-conept. John now approaches the norm on three self-concept variables (1) self-acceptance, (2) physical self-concept, and (3) family self-concept. John's lowest point--moral ethical self-concept--is a 1½ standard deviations below the norm, while the next lowest point was on behavioral self-concept. While John's profile is not ideal it does indicate areas of strength--particularly his considerable improvement in the area of self-acceptance.

Both John and Karen feel they handle everyday problems well. John gives no specifics, saying, "I just know I can deal with everything." Karen says she had to learn to handle her son's illness. "I was always afraid he'd die every time he got sick. I'd panic and become unliveable. Now I deal with it in a more rational way."

Karen says she is neither satisfied or dissatisfied with her current life. In explanation, Karen relates she is dissatisfied with the disputes over tribal land, (tribal ownership versus personal ownership versus government ownership), but satisfied because ultimately "we are going to win the land issue." It appears Karen was not rating the questions in the way that was intended. In further discussion it was apparent that Karen was fairly well satisfied with her life now; particularly as compared to that previous to Mountain-

Plains. John, on the other hand, said he was a little dissatisfied, and that particularly he wanted a better job--one that would allow him to use more of his ability. Nevertheless, John reports only slight dissatisfaction as he is convinced that a job will eventually come.

Both feel they have had good and bad breaks in life. John reports his good break as being "enrolled in two tribes" which allows him to obtain benefits from two sources. As for bad breaks, John includes having no car and earning a low salary. Karen listed "not getting a job" as a bad break.

John declares the things in life giving him the most satisfaction are his work and his child. Karen says her child gives her much satisfaction, and both record having "a place of our own" (rather than living with relatives) gives satisfaction. The only thing she would like to change in her life, Karen reports, is "to quit drinking entirely. We don't drink near so much, but I'd like us to just quit." John reports the thing he would like to change is the level of his understanding of personal problems. (Although unwilling to elaborate, apparently John was talking about a larger understanding of his wife's personal problems.)

The thing that gets him down most, John says, is a dirty house. Karen commented that the thing that gets her down most "is drunks". It emerged later that the drunk she was talking about included both drunks in general and John in particular. Additionally, she said, disappointed expectations get her down. "When I have hopes up for something and don't get it I get depressed."

Both feel they can influence their future, but John surmised it will take some time. He can accomplish this, John believes, by becoming more involved with the tribe and tribal business. Karen looks to John's progress for future mobility.

COMMUNITY PARTICIPATION

The Teaps indicate their leisure activities include card games, bowling, and TV. They do not include their son as he is only 1½ years old "and mostly he just sleeps". At Mountain-Plains the Teap's only activity was the Indian Club. The Teaps feel no responsibility to the town of Browning but do feel a sense of responsibility toward the tribal community. Much involved in tribal issues and disputes before coming to Mountain-Plains, the Teaps have continued this involvement since their return. In fact, the great Blackfoot land squabble of recent national TV news fame was initiated when Karen was arrested for poaching after shooting a deer on disputed land.

On measures of social power and integration John scores below norm on powerlessness and below norm on anomie. (See Figure 3.) Karen, on the other hand, scored far above on both powerlessness and anomie. This confirms the interviewer observation that John is well integrated into his social field and understands the various social and interpersonal mechanisms for dealing with them, while Karen feels alienated and powerless in her dealings, particularly with "institutions".

RATING THE MOUNTAIN-PLAINS PROGRAM

John rates Mountain-Plains as a positive influence in his life while Karen

rates it as a negative influence. John says, knowing what he now knows about Mountain-Plains and his experience there, he would definitely choose to attend again. Karen said she would probably choose to go too. In questioning Karen it became clear that her negative rating of Mountain-Plains as an influence in her life was centered on the fact that she was unhappy at Mountain-Plains. She was not rating Mountain-Plains on the basis of whether or not her life had been better since she left Mountain-Plains. In fact, all ratings that Karen gives (including those relative to her husband, her life situation and satisfaction) indicates she is considerably better able to cope now then when she entered Mountain-Plains. (See Table 2.)

All aspects of the Mountain-Plains program in which John participated were rated as of much or some value with the exception of job training and Career Guidance. (See Figure 5.) John rated Consumer Education and Health as of most value to him. In contrast, Karen said Community Development and Recreation were of most value, followed by Consumer Education. She attributed no value to any other listed program element. Karen explained her high rating of Community Development and Recreation, "I didn't do an occupation and any kind of recreation to get away from everything was good." Similarly, she rated Community Development positively because, "It was a place to go." John rated Consumer Education as the most useful because it taught him to handle money, "Something that I wasn't good at before." Career Guidance was rated least useful by John because, "we knew what we wanted--social services but they didn't have it any more. Karen knew she didn't want anything else and I knew what else I wanted so guidance was sort of a waste of time."

John observed he never uses the job skill learned at Mountain-Plains, but "aside from that" (!) it was quite adequate (in spite of the fact that he quit early). He felt certain he could run a small hotel operation such as those in Browning without any trouble. John declined to make any suggestions to his occupational area as "it was okay the way it is, only you don't really need all that stuff to run a small motel. They teach you enough to run the Hilton!" John reports that "so far" his math skills have been adequate for anything he needed on the job as have his English skills.

He would not change occupational choices now, even if he had the chance, "I'm very happy with what I've got." John's suggestions regarding Career Guidance is to "let people go ahead if they know what they want. "Don't make them go through the Guidance." Karen added that if a woman was certain she was not taking any classes she should similarly be excused from Career Guidance.

When asked for suggestions concerning Counseling, John had none, "Counseling was okay the way that it was. I liked it." John felt that Counseling (group) had helped him with self-confidence, self-control, and social contact skills. Karen felt that Counseling had helped with self-knowledge and understanding, although her participation was minimal. Karen did not feel that Career Guidance had helped her with anything, while John felt it helped him with attendance. When pressed John clarified by saying, "I had to go to Career Guidance every day even though I hated it. I knew after I managed to do that I would have no trouble with the other parts." Karen criticized

counseling, saying it was "too long" and that the questions asked "were silly." (However, as noted, Karen attended less than half her scheduled group sessions and none of the scheduled individual sessions.)

The Teaps say they have been a healthy family both before and after Mountain-Plains. They have had no medical visits since leaving Mountain-Plains and they say, that is about the same as before Mountain-Plains. The Teaps are confident dealing with health problems but report always having been so. However, at least in Karen's case, this seems a contradiction, as she previously stated she had learned to accept and deal with her son's health problems and illnesses better.

The Teaps declared they are able to make ends meet financially and that they "do better" in this area now than before Mountain-Plains. Additionally, the family shares financial discussions now and credit this improvement to Mountain-Plains.

The child, they say, behaves well and they have no difficulty with him--although Jay was too young when the family attended Mountain-Plains to allow any basis for comparison.

The interviewer observed both parents to be affectionate in dealing with Jay--Karen, however, appeared overly indulgent. Even at 1½ the child appears to have learned who he should obey. When Karen tells Jay to do something he ignores her; when John tells him he obeys.

FEMALE INTERVIEW

Karen wants to lose weight and consequently is unhappy with herself physically--with the way she looks. Her health, she reports, is fine, and she is very confident in her ability to do all home care tasks--everything from meal planning to cooking and sewing to health. She does have some doubts in the area of nutrition. However, she says "my problem is that I hate housework!" (Earlier John reported the thing that gets him down most is a dirty house, thus supporting her reported dislike for this type of activity.)

Karen indicated she always "gets things done", has time for herself, and that John helps her around the house. Additionally, Karen reports being involved outside the home. "I go and help out at the tribal office and cook dinners and things like that." Satisfied with her life and with her role in life, Karen says she feels appreciated. She did not participate in occupational preparation at Mountain-Plains because Jay was only three months old and, she felt she should be home with him, "and anyway there wasn't anything I wanted". If she had it to do over again, Karen reports, she would take occupational preparation. "I'd take secretarial training since that's always needed." She does things for herself, not just for her son and her husband, although her first thought and her first duty is seen as her child. When she does things for herself she says she feels guilty because "Jay screams and wants attention." She has always reached out and taken initiative, she declared and this is not different than before Mountain-Plains. She says she's happy and confident in her role as a woman and would rather not be a man, "when I

was younger I always wanted to be a boy but not anymore." She does not believe her husband has it easier, and she says, "Actually I have it quite a bit easier."

She likes herself, Karen says, and if she were someone else she would want herself as a friend. "I prefer women friends, because I like to gossip. I get along good with people, I'm not critical of friends, and I have regard for a friend's feelings." These traits are contrary to those reported for Karen while in the program. However, Karen was observed interacting with friends during the course of the interview and did seem to get along with them rather well. Her behavior in the program seems to have been exacerbated by her extreme unhappiness and by the lack of Indians with whom she could relate.

Karen says John does discuss his job with her, that she knows what he does on his job, and that she knows about his job problems. The family makes major decisions together, she says, but on her own she decides what to cook, what to wear, what to do with her own time and the child's clothes. Her husband "pretty much" decides where to go for holiday visits and other activity. They talk about the child and problems of raising and disciplining but, Karen says, all the discipline comes from John, because "I don't back up what I say." (This was observed to be the case!)

Their problems, Karen observed, are different than the ones they were dealing with before they went to Mountain-Plains--less serious. For example, Karen remarked, she no longer had to deal with her husband's belligerence, "I worry about Jay less and I drink less. I don't do the days-at-a-time drink-

ing like I use to and John and I don't fight so much." When asked why, Karen said although she didn't like counseling "it helped John a lot."

ADVICE TO PROSPECTIVE STUDENTS

John and Karen made two general suggestions that they felt Mountain-Plains should implement. First both said there should be more "get-togethers," less clique formation, and more opportunity for people to get to know each other as "it is very hard because people are shy." Secondly, the Teaps suggested there should be more pre-center information, "nobody warned us about all those tests."

The Teaps say they exited Mountain-Plains early because of a misunderstanding--that they did not realize at the time that they both had to be at Mountain-Plains. Karen, particularly did not understand this, and reported she was homesick and bored "so I went home and decided to stay." When John came to get her, she agreed to return but the family could not find the money as "all our friends were broke and the car was broken down" and they were unable to return by the deadline Mountain-Plains had set. "We intended to come back and John wanted to finish the program."

Contrary to program reports, Karen declared they had no serious marriage problems, "Marriage had nothing to do with me leaving. I was just bored and homesick. Me and John had arguments, but these were not the reason for leaving." The Teaps are very adamant about these points.

When asked why Indian families did not usually complete the program, the

Teaps made the following points: (1) With Indians there is no tradition of "sticking with something until it is finished," that persistence was not a value in and of itself for Indians. (2) It was difficult for Indians to live "with so many rules"--Indian life has few "rules" and institutional regulations at Mountain-Plains are difficult for Indians to follow. (3) They experience problems of adjustment to majority culture situations. "We aren't used to so many white people, you always notice that there are so many white people around. This was hard on us and on other Indian families too." (4) They can rely on the availability of benefits on the reservation. "If you can't get a job you can always get some kind of benefits. So there's nothing (no negative reinforcement) keeping Indian people in the program." (5) Many Indians have alcohol related problems. "Drinking was a big problem among the Indians. Where people left early it was almost always on account of drinking."

The Teaps provided suggestions for assisting Indian families at Mountain-Plains. "You could plug new Indian families into old Indian families the minute they arrive so they'll have dependable responsible friends who could help them get off to a good start." Additionally, Mountain-Plains could provide some kind of alcohol program, maybe through the Indian Club, to help Indians not fall into the drinking trap." What is more, the Teaps suggested Mountain-Plains should work with those who have had experience in off reservation life. "People whose whole life was lived in a Indian world on the reservation had a great deal of difficulty in dealing with Mountain-Plains. People off the reservation or who had some experience on their own and

dealing with white people have a much easier chance to succeed."

INTERVIEWER COMMENTS

The interviewer was surprised at Karen's friendliness. In the program, Karen had a reputation for absolute hostility toward "whites". As rapport was good, the interviewer explored this question with Karen, who commented she had "absolutely no quarrels with any white individual." However, she said, she disliked "white people" as a race, "because of what they done in the past and are still doing today to Indians." Many people, she surmised, took her criticism of majority society and "their wrong doings" personally and "if they wanted to that's fine with me but I don't have to put up with it." She says she stopped being friendly with many "white people" at Mountain-Plains "because they're not people I'd like anywhere else. Some were kind of _____ up." Consequently, Karen said, she consistently spent less time with "white people" and more time with Indians. Initially, she recalled, the only people she knew were those in the family's entry group (all white), but eventually she got to know most of the Indian families and "dropped" her "associations with the white people."

The interviewer did not know John when he was at Mountain-Plains. However, the interviewer observed that John's social (and political) skills were very well developed indeed. He was most diplomatic in making negative comments during the interview sessions and did not volunteer any negative information. On the other hand, at no time did John appear to be lying or dissembling. In a similar vein, his self-criticism score on the Tennessee

Self-Concept Scales did not indicate that John made any major effort to "fake" a positive impression on the test. It appears to the interviewer that John's impressions of his ability are well founded. The supervisor interviewed bears this out.

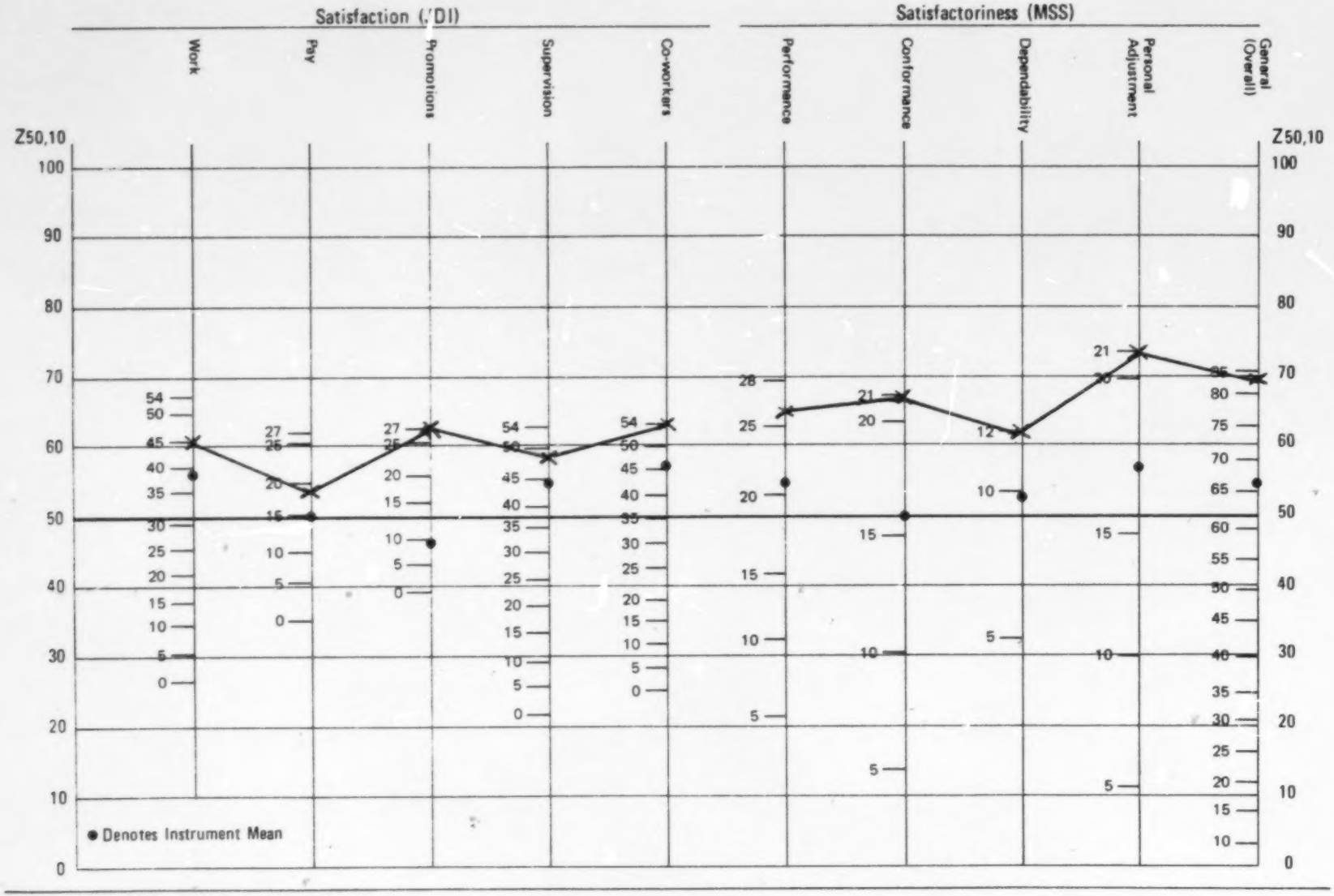
Karen still appears to be somewhat naive and immature. John's desire to become more tolerant and understanding of "personal problems" appears to be realistically grounded. Although Karen is very loving toward her child she is a totally inconsistent parent. Karen's inconsistency with Jay and her dislike for housekeeping are the two major points of contention between John and Karen. Although Karen would like for the family to drink less, she is happy with the fact they limit their drinking to one evening at a time and that John no longer becomes belligerent when drinking.

When John was questioned about Karen's comments regarding his belligerency, he recalled that formerly he was shy, did not know how to deal with people, and when they got on his nerves "I just hit them." Now, he says, he is more confident with his ability to deal verbally with others (and, as mentioned, he was in fact most skillful in dealing with the interviewer).

Although formally a "failure" (John and Karen deserted the program), Mountain-Plains has clearly had a positive impact in the social/interpersonal/family aspect of the Teap's lives. Similarly, John feels he has adequate bookkeeping/managerial skills to achieve his aims. Currently, the only clouds on the Teaps horizon are Karen's immaturity and the partial nature of escape from the drinking trap.

Figure 1

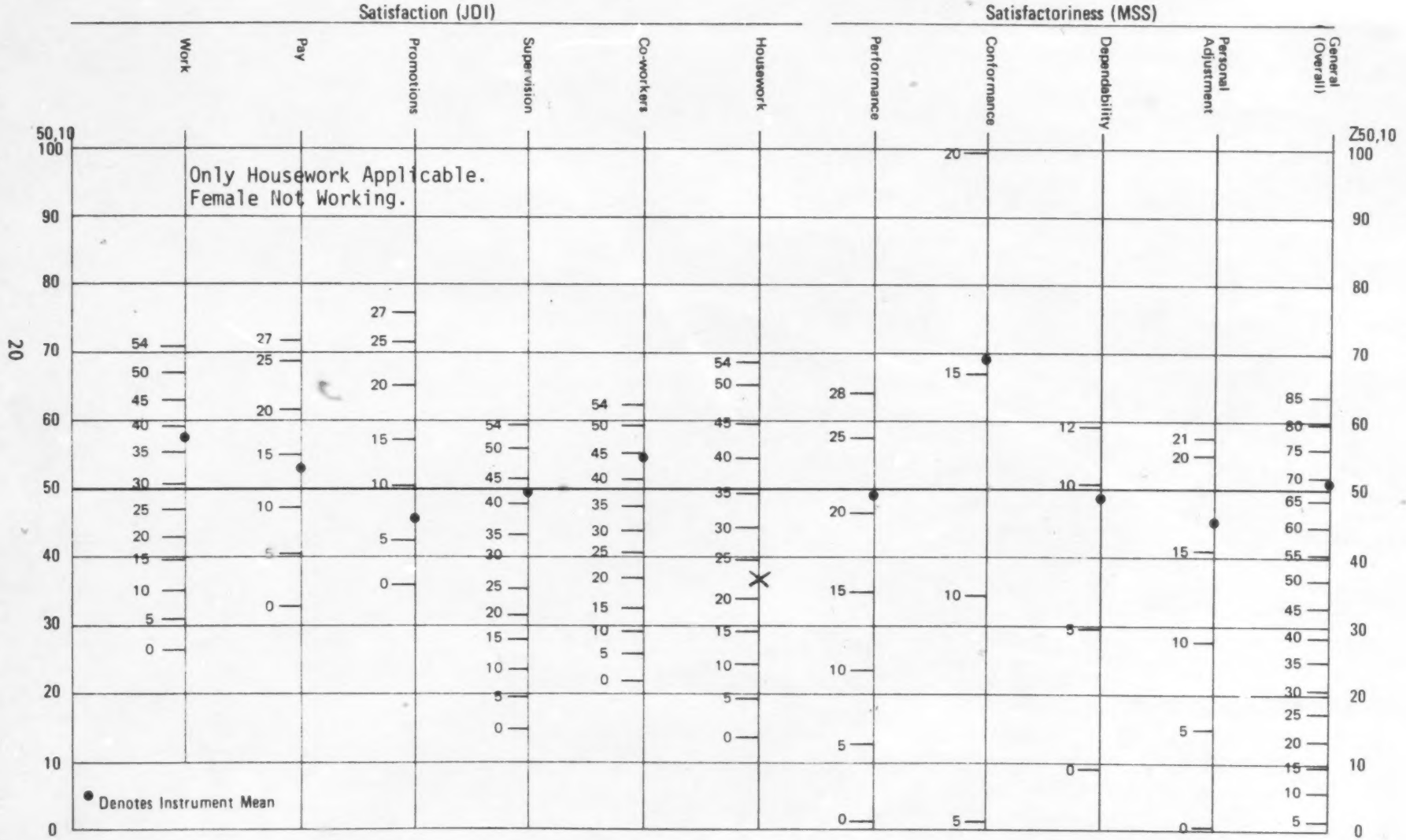
SATISFACTION AND SATISFACTORINESS – MALE



Note: Profile based on entering student scores.

Figure 2

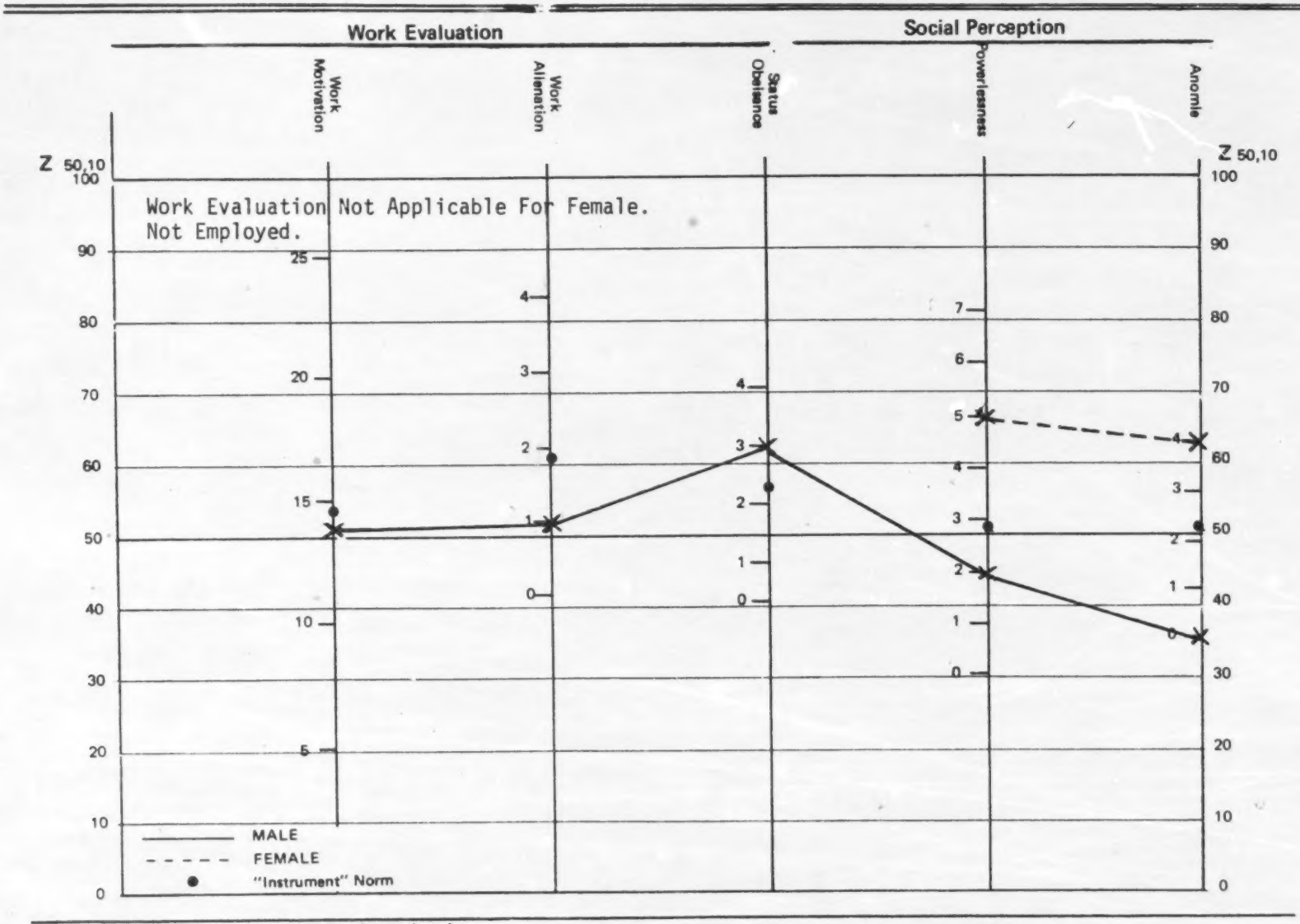
SATISFACTION AND SATISFACTORINESS – FEMALE



Note: Profile based on entering student norms except "Housework" which is based on instrument norm for employment.

Figure 3

MOTIVATION AND ALIENATION

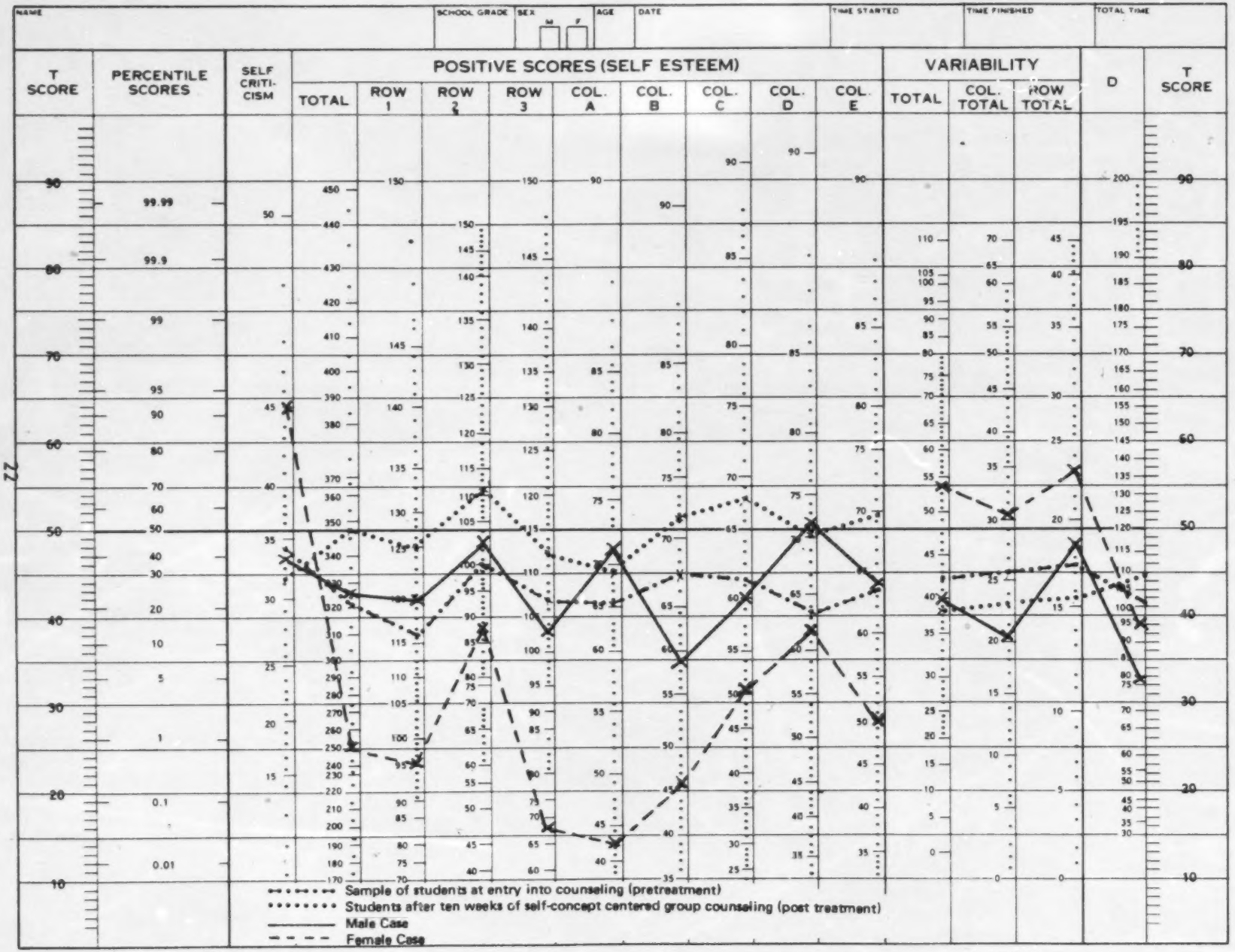


Note: Profile derived from entering student data.

Tennessee Self Concept Scale – Figure 4

PROFILE SHEET

Counseling Form



Note: This is the standard profile sheet for the TSCS.

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Male					Female			
High		Low			Low		High	
Much	Some	Little	None		None	Little	Some	Much
			● -	Job Training	NA			
		● - - - - - - - - -		Math	- ●			
		● - - - - - - - - -		English	NA			
			● -	Career Guidance	- ●			
			NA	Work Experience	NA			
		● - - - - - - - - -		Counseling	- ●			
	● - - - - - - - - - - - - -			Consumer Education	- - - - - - - - - ●			
			● - - - - -	Community Development	- - - - - - - - - - - - - ●			
	● - - - - - - - - - - - - -			Recreation	- - - - - - - - - - - - - ●			
	● - - - - - - - - - - - - -			Health	- ●			
			NA	Home Management	NA			
			NA	Early Childhood	NA			

FIGURE 5

UTILITY RATING OF MOUNTAIN-PLAINS PROGRAM ELEMENTS

TABLE 1

SELF RATING OF PERSONAL AND WORK TRAIT CHANGES

Male		Female	
Improved	Regressed	Improved	Regressed
Appearance	Accuracy	Attendance	Appearance
Punctuality	Accepts Responsibility (tasks)	Self-Knowledge	Self-Confidence
Attendance		Competence	Self-Control
Self-Confidence			Industriousness
Industriousness			Courtesy
Ambition			Social Contact
			Ambition

TABLE 2

GENERAL QUESTIONS

1. "Rate Mountain-Plains as an influence in your life."

	Very Positive	Positive	Neutral	Negative	Very Negative
Male	o				
Female				x	

2. "Knowing what you know now, would you have chosen Mountain-Plains?"

	Definitely Yes	Probably Yes	Don't Know	Probably No	Definitely No
Male	o				
Female		x			

3. "What is your rating for your current life in general?"

	Completely Satisfied	Well Satisfied	Neither Extreme	A Little Dissatisfied	Very Dissatisfied
Male				o	
Female			x		

4. "Rate your success:

		Completely Successful 9	8	7	6	5	4	3	2	1	Completely Unsuccessful 0
The year before M-P:"	Male								o		
	Female					x					
Now."	Male					o					
	Female					x					
Five years from now."	Male	o									
	Female		x								